



Rudolph Walker Foundation

Child Protection and Safeguarding Policy

2025/2026

Updated for delivery across Enfield and Hackney

Last updated: 29 July 2026

Document control

Item	Details
Organisation	Rudolph Walker Foundation (RWF)
Policy title	Child Protection and Safeguarding Policy 2025/2026
Applies to	All trustees, paid staff, freelancers, mentors, volunteers, contractors, placement students, visitors and anyone acting on behalf of RWF.
Settings covered	All RWF programmes, outreach, mentoring, education, drama, online, off-site and partnership activity, including work in Enfield and Hackney.
Approved by	Trustees
Approval date	29 th July 2026
Review date	On or before 9 October 2026, or earlier if legislation, statutory guidance, local procedures, personnel or operating arrangements change.
Designated Safeguarding Lead	Charmain Humphrey
Deputy DSL	Nana Antwi-Nyanin
Lead Trustee for Safeguarding	Deji Adeoshun

Note: This clean version updates and consolidates the previous policy wording, removes duplication, clarifies escalation routes and adds Hackney contacts for September delivery.

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1. Safeguarding commitment

The Rudolph Walker Foundation (RWF) is committed to safeguarding and promoting the welfare, safety and dignity of every child and young person it works with. Safeguarding is central to RWF's purpose and is embedded in our educational, mentoring, drama, outreach and partnership work.

RWF believes that every child and young person has the right to be protected from abuse, neglect, exploitation, discrimination and harm. We aim to create safe, inclusive and empowering environments where children and young people feel seen, heard, respected and able to ask for help.

RWF adopts a zero-tolerance approach to abuse, neglect, exploitation, harassment and discriminatory behaviour. All adults working with or for RWF have a responsibility to prevent harm, recognise concerns early, record accurately and respond without delay.

RWF recognises that some children may suffer in silence. Staff, mentors and volunteers must remain alert to changes in behaviour, mood, appearance, attendance, peer relationships, online activity and physical or emotional wellbeing, even where no disclosure has been made.

2. Scope and principles

This policy applies to all RWF activity involving children and young people under the age of 18. Where RWF works with young adults aged 18 or over who may have care and support needs, staff must also consider adult safeguarding duties and seek advice from the DSL.

The policy applies in all settings, including schools, community venues, online sessions, mentoring meetings, theatre spaces, trips, rehearsals, performances, workshops, holiday programmes and any activity delivered with partner organisations.

RWF's safeguarding practice is based on the following principles:

- The welfare of the child is paramount.
- Safeguarding is everyone's responsibility.
- Children and young people should be listened to and taken seriously.
- Concerns must be shared promptly with the DSL and, where necessary, statutory agencies.
- Early help and prevention are important; concerns should not be ignored because they appear low level.
- Staff must maintain professional curiosity and the mindset that harm could happen here.
- Safeguarding practice must be anti-discriminatory, trauma-informed and culturally aware.
- RWF will work in partnership with parents and carers where it is safe and appropriate to do so.
- Information must be shared lawfully and proportionately when it is necessary to protect a child.

3. Legal and statutory framework

This policy is informed by current safeguarding legislation, statutory guidance and local safeguarding partnership procedures. RWF is a voluntary/community organisation and must work within relevant safeguarding duties and expectations, especially when delivering in schools, community settings and local authority commissioned programmes.

Key legislation and guidance include:

- Children Act 1989 and Children Act 2004.
- Working Together to Safeguard Children 2026.
- Keeping Children Safe in Education 2025 until 31 August 2026, and Keeping Children Safe in Education 2026 from 1 September 2026 where RWF is working with or in schools and colleges.
- Education Act 2002, where relevant to work in schools and education settings.
- Female Genital Mutilation Act 2003 and Serious Crime Act 2015.

- Counter-Terrorism and Security Act 2015 and Prevent Duty Guidance.
- Safeguarding Vulnerable Groups Act 2006 and regulated activity guidance.
- Rehabilitation of Offenders Act 1974 and safer recruitment requirements.
- Equality Act 2010 and the Public Sector Equality Duty, where applicable in partner settings.
- Data Protection Act 2018 and UK GDPR.
- Human Rights Act 1998.
- London Child Protection Procedures and the relevant local safeguarding partnership procedures for the borough where the child lives, studies or receives services.

RWF staff working in a school, college or other host setting must follow the host setting's safeguarding procedure as well as RWF's internal reporting procedure. A concern raised in a partner setting must be shared with the host DSL and the RWF DSL unless this would increase risk or create a conflict of interest.

4. Key safeguarding contacts

4.1 Internal RWF contacts

Role	Name/contact	When to contact
Designated Safeguarding Lead (DSL)	Charmain Humphrey	All safeguarding concerns, disclosures, allegations, advice, referrals and record keeping.
Deputy DSL	Nana Antwi-Nyanin	Use when the DSL is unavailable. The Deputy DSL supports the DSL with concerns, record-keeping and referrals, and deputises in the DSL's absence.
Lead Trustee for Safeguarding	Deji Adeoshun	Board-level safeguarding oversight. Contact where a concern involves the DSL, where a concern has not been acted on, or where trustee-level escalation is required.
Chair of Trustees	Deji Adeoshun	Strategic safeguarding oversight and escalation where required. If the allegation concerns the DSL/Chair, seek LADO advice directly.
Trustees	Rudolph Walker CBE; Sheona Walker; Sarah Eckert Moore; Deji Adeoshun	Governance oversight, annual review, ensuring the DSL has sufficient authority, training and resource.

If a child is at immediate risk of harm, call 999 first, then inform the DSL as soon as it is safe and practical to do so.

4.2 Local authority and external contacts

Area/agency	Contact details	Use for
Emergency	Police / ambulance / fire: 999 Police non-emergency: 101	Immediate danger, urgent risk, violence, weapons, serious assault, missing child, or urgent criminal concern.
Enfield Children's MASH	020 8379 5555 Email: childrensmash@enfield.gov.uk Out of hours: 020 8379 1000	Child safeguarding referral or consultation for Enfield children/families.
Enfield LADO	020 8379 2850 / 020 8379 4392 Email: safeguardingservice@enfield.gov.uk	Allegations or concerns about adults working or volunteering with children in Enfield.
Hackney Children's MASH	020 8356 5500 Email: mash@hackney.gov.uk Out of hours Emergency Duty Team: 020 8356 2710	Child safeguarding referral or consultation for Hackney children/families.
Hackney LADO	Use Hackney LADO online referral/contact form. General enquiries: LADO@hackney.gov.uk	Allegations or concerns about adults working or volunteering with children in Hackney.
Hackney Prevent	prevent@hackney.gov.uk 020 8356 5828	Prevent training, advice or local Prevent support in Hackney.
National Prevent advice line / Act Early	0800 011 3764	Confidential advice if worried that someone may be susceptible to radicalisation.
Channel / DfE extremism helpline	020 7340 7264 Email: counter.extremism@education.gov.uk	Advice on extremism concerns where not an immediate emergency.
NSPCC whistleblowing helpline	0800 028 0285	Independent advice for staff who feel safeguarding concerns are not being dealt with appropriately.

Use the local authority where the child lives, where the incident occurred, or where the programme is being delivered. If unsure, seek advice from the DSL or the relevant MASH. In immediate danger, call 999.

5. Roles and responsibilities

5.1 All staff, mentors, volunteers and contractors

All adults working with or on behalf of RWF must:

- read this policy and any relevant codes of conduct before starting work with children;
- complete safeguarding induction and required refresher training;

- understand the signs of abuse, neglect, exploitation and child-on-child harm;
- respond calmly and supportively to disclosures;
- record concerns factually and pass them to the DSL without delay;
- never promise confidentiality to a child or young person;
- follow RWF and host-setting procedures;
- avoid behaviours that could be misinterpreted or place a child at risk;
- challenge unsafe, discriminatory or inappropriate behaviour;
- maintain professional boundaries in person and online;
- cooperate with statutory agencies and safeguarding enquiries where required.

5.2 Designated Safeguarding Lead

The DSL leads safeguarding practice across RWF. The DSL is responsible for:

- receiving and responding to safeguarding concerns;
- deciding whether to refer to children's social care, police, Prevent/Channel, LADO or other agencies;
- ensuring safeguarding records are accurate, secure and up to date;
- providing advice and support to staff, volunteers and mentors;
- liaising with schools, host settings, local authorities, social workers, police and other professionals;
- ensuring staff receive appropriate safeguarding training and updates;
- monitoring patterns or themes in concerns and using learning to improve practice;
- reporting safeguarding activity and risks to trustees while protecting confidentiality.

5.3 Trustees

Trustees hold overall governance responsibility for safeguarding. They must ensure that safeguarding is properly resourced, monitored and reviewed, and that RWF maintains effective policies, safer recruitment processes, training, supervision, risk management and reporting procedures.

Trustees must review this policy annually and after any serious incident, statutory update, local safeguarding review, change in delivery model, or change to safeguarding personnel.

6. Safer working practice and code of conduct

All RWF adults must behave in a way that protects children and preserves professional boundaries. Staff must be warm, respectful and encouraging, while avoiding any conduct that could be unsafe, coercive, discriminatory, humiliating, overly familiar or open to misinterpretation.

RWF adults must:

- treat every child with dignity and respect;
- work in open, observable spaces wherever possible;
- avoid unnecessary one-to-one situations and ensure one-to-one work is risk assessed and recorded;
- never use physical punishment, humiliation, threats, intimidation or shaming;
- not give or accept inappropriate gifts or favours;
- not share personal contact details or communicate with children through personal social media;
- not transport a child alone unless this is agreed, risk assessed and authorised by the DSL and parent/carer/host setting as appropriate;
- not photograph, film or record children on personal devices;
- not discuss confidential safeguarding matters outside appropriate professional channels;
- not consume alcohol or drugs before or during work with children;
- report any accidental boundary issue, injury, allegation or concern immediately.

7. Recognising abuse, neglect and exploitation

Abuse may be committed by adults or by other children. It may happen in families, peer groups, schools, communities, institutions or online. Children may experience more than one form of harm at the same time.

The main categories of abuse are:

Type	Meaning and possible indicators
Physical abuse	Deliberate physical harm, including hitting, shaking, throwing, poisoning, burning, suffocating or fabricating/inducing illness. Indicators may include unexplained injuries, fearfulness, flinching, inconsistent explanations or frequent injuries.
Emotional abuse	Persistent emotional harm, including humiliation, rejection, intimidation, isolation, coercive control, bullying, exposure to domestic abuse or making a child feel worthless. Indicators may include withdrawal, anxiety, low self-esteem, aggression or developmental delay.
Sexual abuse	Forcing or enticing a child to take part in sexual activity, including non-contact abuse, grooming, exploitation, exposure to sexual content, sexual harassment or sharing sexual images. Indicators may include sexualised behaviour, fearfulness, pain, secrecy, gifts, older associates or sudden changes in mood.
Neglect	Persistent failure to meet basic physical or emotional needs, including food, clothing, shelter, supervision, medical care, education or emotional warmth. Indicators may include hunger, poor hygiene, untreated medical issues, tiredness, poor attendance or being left unsupervised.
Exploitation	A child being groomed, coerced, controlled or manipulated into activity that benefits another person, including sexual exploitation, criminal exploitation, county lines, trafficking, financial exploitation or radicalisation.

Indicators must never be viewed in isolation. Staff must remain professionally curious, consider the child's lived experience and report concerns even where they are unsure.

8. Specific safeguarding risks

8.1 Child sexual exploitation, child criminal exploitation and county lines

RWF recognises that young people may be groomed, coerced or exploited through gifts, status, money, fear, threats, relationships, debt, social media, peer pressure or perceived protection. Indicators may include unexplained money or items, missing episodes, changes in peer group, secrecy, older associates, new phones, injuries, fearfulness, substance use, frequent travel or sudden changes in behaviour.

Staff must respond non-judgementally, avoid blaming language and share concerns with the DSL immediately. The DSL will consider referral to children's social care, police, specialist exploitation services or the relevant local safeguarding partnership route.

8.2 Serious youth violence, weapons and harmful peer networks

RWF works with young people who may be affected by community violence, peer pressure, carrying, exclusion, grief and exploitation. Staff must be alert to signs such as threats, injuries, fear of travelling, social media conflict, pressure to carry weapons, unexplained absence, association with harmful groups, or concern that a young person may harm or be harmed by others.

Any immediate risk involving weapons, threats to life, serious assault or imminent violence must be reported to police on 999 and then to the DSL.

8.3 Child-on-child abuse

Child-on-child abuse includes bullying, cyberbullying, physical abuse, sexual violence, sexual harassment, coercive relationships, initiation/hazing, sharing nudes or semi-nudes, discriminatory abuse and exploitation. It must never be dismissed as "banter", "drama", "part of growing up" or "just a joke".

RWF will support affected children, take steps to reduce risk, avoid victim blaming and consider the needs of both the child harmed and the child alleged to have caused harm. The DSL will decide whether to involve parents/carers, host settings, police or children's social care.

8.4 SEND, disability and health conditions

Children with special educational needs, disabilities or health conditions may face increased safeguarding risk and additional barriers to disclosure. Communication needs, dependence on adults, social isolation or behaviour being misread as part of a disability can prevent concerns being recognised.

Staff must listen carefully, adapt communication, avoid assumptions, use accessible methods and seek specialist advice where needed. RWF will work with families, schools, carers and professionals to provide safe, inclusive support.

8.5 Equality, identity, anti-discriminatory practice and adultification

RWF recognises that children may face increased vulnerability due to racism, disability, poverty, migration status, care experience, gender, sexuality, religion, language, neurodiversity, homelessness, family stress, mental health needs or being a young carer. Staff must be alert to adultification, stereotyping and assumptions that may cause children from minoritised backgrounds to be seen as older, more responsible or less in need of protection.

RWF provides a safe and inclusive space for all children, including LGBT young people. Discriminatory language, harassment, bullying or exclusion will be challenged and recorded.

8.6 Online safety and sharing nudes/semi-nudes

Online harm may include grooming, bullying, sexual exploitation, harmful content, self-harm content, misogyny, racism, radicalisation, scams, coercion, pressure to share images, livestreaming abuse or the non-consensual sharing of images.

Staff must not view, download, copy, forward or print nude or semi-nude imagery of a child. Any incident must be reported to the DSL immediately. The DSL will decide the appropriate response in line with safeguarding guidance and local procedures, prioritising support, safety and harm reduction.

8.7 Domestic abuse

Children who see, hear or experience domestic abuse are victims in their own right. Domestic abuse may affect emotional wellbeing, relationships, concentration, attendance, behaviour and sense of safety. Staff must report concerns to the DSL and record indicators, disclosures or changes in presentation.

8.8 FGM, forced marriage and honour-based abuse

FGM, forced marriage and honour-based abuse are safeguarding concerns and may also be criminal offences. Concerns must be shared with the DSL immediately. Where there is immediate danger, staff must contact 999. Teachers have a mandatory duty to report known cases of FGM in under-18s directly to police; RWF staff working in education settings must also follow the host setting's procedure.

8.9 Radicalisation and extremism

Radicalisation is a safeguarding concern. Staff must report concerns about a child being susceptible to extremist ideology, terrorism-related influence or harmful online material to the DSL. The DSL will consider the appropriate route, which may include local Prevent advice, Channel, children's social care or police. Emergency concerns must be reported to 999.

8.10 Mental health, self-harm and emotional wellbeing

Mental health concerns may be indicators of abuse, exploitation, trauma or unmet need. Staff must take self-harm, suicidal thoughts, eating concerns, extreme withdrawal, panic, aggression or distress seriously and share concerns with the DSL. Immediate risk to life or serious harm must be treated as an emergency and reported to 999.

8.11 Children missing from education or disaffected by formal education

RWF recognises that children who are missing from education, excluded, at risk of exclusion or disengaged from formal education may be more vulnerable to exploitation, violence, mental health difficulties and unsafe peer networks. RWF will work collaboratively with schools, alternative provision, social care, parents/carers and local partners to support safe engagement.

9. Responding to concerns and disclosures

If a child discloses harm or a staff member has a concern, the adult must respond calmly and prioritise safety. The adult must not investigate, interrogate or promise secrecy.

Staff must:

- listen carefully and allow the child to speak in their own words;
- stay calm and reassure the child that they have done the right thing by telling;
- take the child seriously and avoid showing shock or disbelief;
- use open prompts only, such as "Tell me what happened" or "Is there anything else you want to tell me?";
- not ask leading questions, press for detail, make assumptions or investigate;
- not promise confidentiality; explain that information may need to be shared to keep them safe;
- consider immediate safety, including whether the child can safely return home or remain in the setting;
- write down what was said as soon as possible, using the child's own words where possible;
- record the date, time, location, people present, body map if appropriate and actions taken;
- share the record with the DSL immediately.

If a child is in immediate danger, staff must call 999 or ensure the host-setting DSL does so immediately. Staff must not delay emergency action because the RWF DSL is unavailable.

10. Reporting, referrals and escalation

All safeguarding concerns must be reported to the DSL as soon as possible on the same day. Concerns arising in a school or partner setting must also be reported to the host DSL or safeguarding lead, unless doing so would increase risk or relates to an allegation against that person.

10.1 Referral routes

The DSL will consider the information available and decide the appropriate action. This may include:

- monitoring and recording with a clear rationale;
- speaking to the child and/or parent/carer where safe and appropriate;
- consulting the relevant MASH or local authority social care team;
- making a referral to children's social care;
- contacting police, including 999 for immediate risk;
- contacting LADO where the concern relates to an adult working with children;
- seeking Prevent or Channel advice;
- liaising with the host setting, school DSL, social worker, youth offending service, health professional or other relevant agency.

10.2 Escalation

If a staff member believes a concern has not been acted on appropriately, they must escalate. Staff should speak to the DSL again, contact the Chair of Trustees, seek advice from the relevant MASH, contact LADO if the concern relates to an adult, or use the NSPCC whistleblowing helpline. A child's safety must not depend on one person's response.

11. Allegations, low-level concerns and whistleblowing

11.1 Allegations against staff, mentors, volunteers, contractors or trustees

Any allegation or concern that an adult working with or on behalf of RWF has harmed a child, may have harmed a child, may pose a risk of harm to children, or has behaved in a way that indicates they may not be suitable to work with children must be reported immediately to the DSL.

If the allegation concerns the DSL, or there is a conflict of interest, the concern must be reported directly to the Chair of Trustees and/or the relevant LADO. If a child is in immediate danger, call 999.

RWF will not investigate allegations internally before seeking LADO advice. Suspension is not automatic, but protective steps may be taken where necessary to safeguard children and preserve the integrity of any investigation.

11.2 Low-level concerns

A low-level concern is any concern about an adult's behaviour that does not meet the harm threshold but may still be inconsistent with RWF's code of conduct or safer working practice. Examples include over-familiarity, favouritism, unnecessary one-to-one contact, inappropriate language or use of personal social media.

Low-level concerns must be reported to the DSL and recorded. Patterns of low-level concerns may indicate a wider risk and may need escalation.

11.3 Whistleblowing and complaints

RWF encourages staff, volunteers, young people, families and partners to raise concerns about safeguarding practice. Concerns will be taken seriously, handled sensitively and without retaliation. Where a person feels unable to raise a concern internally or believes a concern has not been properly addressed, they may seek advice from the NSPCC whistleblowing helpline or relevant statutory agency.

12. Information sharing, confidentiality and records

Safeguarding records must be clear, factual, dated, signed/named and stored securely. Records should include the concern, the child's words where relevant, observations, actions taken, decisions made, who was informed and the rationale for decisions.

Staff must never promise confidentiality to a child. Information should only be shared with those who need to know in order to protect the child or manage safeguarding responsibilities. Data protection law does not prevent proportionate information sharing where it is necessary to safeguard a child.

Records must be stored securely, with restricted access. Digital records must be password-protected or held in secure encrypted systems. Safeguarding records must not be kept in personal notebooks, personal email accounts, messaging apps or unsecured devices.

Where a child moves setting or RWF is working jointly with a school or statutory service, the DSL will consider what information needs to be shared lawfully and proportionately to protect the child.

13. Online safety, photography and digital communication

RWF uses digital tools to support creative, educational and mentoring work. Online activity must be risk assessed, supervised and delivered in line with professional boundaries.

Staff must:

- use approved organisational platforms and accounts for communication;
- avoid one-to-one private messaging with children unless agreed and risk assessed for a clear safeguarding purpose;
- not use personal social media accounts to contact or follow children;
- not photograph or film children on personal devices;
- ensure consent and permissions are in place before photography, filming or publication;
- ensure children can opt out of photography or publicity without disadvantage;
- report online bullying, grooming, exploitation, harmful content or image-sharing concerns to the DSL immediately;
- follow the host setting's online safety and acceptable use procedures where working in schools or partner venues.

14. Recruitment, DBS, induction and training

RWF will follow safer recruitment principles for all roles involving contact with children. Recruitment and engagement processes may include role descriptions, application information, identity checks, references, interview questions, DBS checks, barred list checks where eligible, right-to-work checks, qualification checks and risk assessments for regulated activity.

No adult should begin unsupervised work with children until appropriate checks and induction are complete. Where a person is awaiting checks, RWF must complete a written risk assessment and ensure supervision arrangements are in place.

All staff, mentors, volunteers and trustees must receive safeguarding induction appropriate to their role. Training must be refreshed at least annually for staff working directly with children, with additional updates when statutory guidance, local procedures or RWF practice changes. The DSL must complete advanced DSL training at least every two years and keep knowledge current through regular updates.

At least one person involved in recruitment should have safer recruitment training. Safeguarding expectations must be included in contracts, volunteer agreements and codes of conduct.

15. Off-site delivery, partner settings and physical searches

15.1 Partner settings and schools

Where RWF delivers in a school, college, youth setting, theatre, community venue or other partner setting, staff must clarify safeguarding arrangements before delivery begins. This includes identifying the host DSL, emergency contacts, first aid arrangements, behaviour expectations, evacuation procedures, participant lists, consent requirements and any individual risk or support plans.

RWF staff must follow both RWF procedures and the host setting's safeguarding policy. If there is any conflict, the safest action should be taken and the DSL consulted immediately.

15.2 Off-site visits, rehearsals, performances and travel

Off-site activity must be risk assessed and appropriately supervised. Risk assessments should consider transport, arrival/departure, consent, medical needs, SEND/accessibility, ratios, behaviour, venue safety, toilets/changing areas, photography, emergency contact arrangements, staff roles and safeguarding vulnerabilities.

Children should not be left unsupervised. Staff must know what to do if a child goes missing, becomes distressed, is injured, discloses harm or is at risk of violence or exploitation during an activity.

15.3 Searches, weapons and prohibited items

RWF staff must not conduct physical searches of children or their possessions. If there is a concern about a weapon, drugs, harmful item or immediate danger, staff must follow the host setting's procedure and contact the host DSL, RWF DSL and/or police as appropriate. Staff may ask a young person to voluntarily hand over an item only where it is safe to do so and must avoid confrontation. Immediate danger must be reported to 999.

16. Monitoring and review

The DSL and Trustees will monitor safeguarding implementation through training records, safer recruitment checks, incident records, supervision, debriefs, partner feedback and review of safeguarding themes. Learning from concerns, allegations, near misses and external reviews will be used to improve practice.

This policy must be reviewed annually and sooner if there is a serious incident, allegation, statutory guidance change, local procedure update, new area of delivery, significant organisational change or change in DSL/deputy arrangements.

Appendix A: Safeguarding flowchart

Step	Action
1. Concern or disclosure	A child tells you something, you notice indicators, you witness an incident, or you receive information from another person.
2. Immediate safety	If anyone is in immediate danger, call 999. Do not wait for DSL availability.
3. Listen and reassure	Stay calm. Listen. Do not promise secrecy. Do not investigate. Use open prompts only.
4. Record	Write down what happened as soon as possible. Use the child's own words. Include date, time, location, people present and your actions.
5. Report internally	Share with the RWF DSL the same day. If in a host setting, also inform the host DSL unless unsafe or there is a conflict of interest.
6. DSL decision	DSL considers consultation/referral to MASH, police, LADO, Prevent/Channel, school/host setting or other agency.
7. Follow up	DSL records actions and rationale, monitors safety, updates relevant staff on a need-to-know basis and supports the child and staff involved.
8. Escalate if needed	If you believe the concern has not been acted on, escalate to Chair of Trustees, MASH, LADO, police or NSPCC whistleblowing helpline.

Appendix B: Concern recording prompt

Use this prompt when recording a safeguarding concern. The record should be completed as soon as possible and passed securely to the DSL.

Information needed	Record
Child/young person's name, date of birth/age and setting	
Date, time and location of concern/disclosure	
Name and role of person completing record	
What was seen, heard or disclosed? Use the child's own words where possible.	
Any visible injuries or immediate safety concerns	

Information needed	Record
Who was present?	
What action was taken immediately?	
Who was informed and when?	
Any follow-up required	
Signature/name and date	

Appendix C: Staff declaration

I confirm that I have read and understood the Rudolph Walker Foundation Child Protection and Safeguarding Policy 2025/2026 and agree to follow it. I understand that safeguarding is everyone's responsibility and that I must report concerns promptly to the DSL or appropriate statutory agency where required.

Name	Role	Signature	Date

Reference sources used for this update

This policy was updated with reference to the following current statutory and local sources. The online versions should be checked at each annual review because contact details and guidance can change.

- [Department for Education – Keeping Children Safe in Education](#)
- [Department for Education – Working Together to Safeguard Children](#)
- [Hackney Education – Child protection contacts](#)
- [Hackney Council – Preventing terrorism / Prevent contact](#)
- [Safeguarding Enfield – Children's MASH](#)
- [Safeguarding Enfield – Allegations against adults working with children / LADO](#)